



DELAWARE INSTITUTE OF DENTAL EDUCATION & RESEARCH (DIDER) QUARTERLY BOARD MEETING

Wednesday, April 10, 2019

Department of Health and Social Services

Herman M. Holloway Sr. Health and Social Services Campus - Room 198

1901 N. DuPont Highway, New Castle, DE 19720

Meeting Attendance

Board Members Present:

- Louis Rafetto, DMD (Chair)
- Nicholas Conte, DMD, MBA
- Lisa Goss, RDH, BS
- Bruce Matthews, DDS
- Brian McAllister, DDS
- Howard Zucker, DDS

Board Members Absent:

- Theodore W. Becker, Jr.
- Wanda Gardiner-Smith, DDS
- Ray S. Rafetto, DMD

Delaware Health Care Commission Staff Present:

- Elisabeth Scheneman, Executive Director
- Eschalla Clarke, Social Services Senior Administrator

Partners/Guests Attending:

- Omar Khan, President and CEO – Delaware Health Sciences Alliances (DHSA)



Meeting Minutes

CALL TO ORDER

Louis Rafetto (Chair) called the meeting to order at approximately 3:10PM.

APPROVAL OF MEETING MINUTES

Inclusion of the Budget Cycle and Health Professional Shortage Areas were a great idea for visual clarification in the January 9, 2019 meeting minutes. The minutes were not approved in this meeting.

Correction – updates must be made to the January 9, 2019 Delaware Institute of Dental Education and Research (DIDER) meeting minutes;

- *Page 3 – Not enough practitioners are applying and/or qualifying for awards.*
DIDER Chair expressed the importance to include a justification for why this statement is accurate. The reason being, restrictions placed on applicants/awardees under the Federal State Loan Repayment Program (SLRP) is driving dentists away. Improvements need to be addressed.

MEMBERSHIP WITH DELAWARE HEALTH SCIENCES ALLIANCE - DHSA

Elisabeth Scheneman, Executive Director of Delaware Health Care Commission (DHCC) provided an overview of the steps involved in creating a formal partnership with DHSA;

- Identify services needed, timeline associated with support services, and draft a proposal
- DIDER Board review and approve the proposal
- Present the proposal to DHCC for approval and/or disapproval
- DHCC identify areas where funds can be utilized
- Negotiate terms and conditions for the Scope of Work
- Execute a contract

Objective – DIDER wants to be a part of the larger healthcare movement and become more proactive rather than reactive. Aligning with DHSA will provide DIDER the needed exposure to get ahead of the healthcare climate in Delaware and the relationship can be leveraged even beyond dental school.

Dr. Omar Khan, President and Chief Executive Officer of Delaware Health Sciences Alliance presented an overview of DHSA and what a partnership with DIDER would entail;

- Welcome Letters from DIDER Chair immediately after acceptance to dental school



- Pre-Get-Together with the recently accepted students – first contact with organized dentistry should be with Delaware / DIDER
- Align outreach activities with Delaware Institute of Medical Education and Research (DIMER) initiatives as part of a holistic approach to healthcare, such as, Delaware Recruitment Day on July 8, 2019, annual dinners, dental summit, dental lecture series at Delaware Academy of Medicine, and a joint dental/medical event
- Develop and publish DIDER literature and materials
- Speak as one voice in the effort to improve and align healthcare initiatives, advocacy/lobbying efforts, and recruitment and retention strategies
- Identify the cost and sustainable funding sources associated with this partnership, which will not include staff salary.

County Health Rankings provides data for population to dentist ratios; <http://www.countyhealthrankings.org/app/delaware/2019/overview>. The dental numbers are extremely low across Delaware in terms of access to care; 2060:1 in Delaware, 4100:1 is the minimum in Delaware and 1660:1 is the maximum. Meanwhile, the national average is 1460:1.

Delaware is one of three (3) or four (4) States that does not have adult Medicaid. Creating a circular argument about population needs, access to care, and source of funding for the bills.

A proposal should be drafted by DHSA and presented to the DIDER Board at the next meeting in July.

COLLABORATIVE TO RE-ENERGIZE STATE LOAN REPAYMENT PROGRAM - SLRP

Student loan awards are disbursed to federally designated Health Professional Shortage Areas (HPSA) and to Public or Non-Profit practices. However, shortages exist outside of the federal boundaries, especially for private practices in a HPSA. For example, Christiana Care Health Systems has 32 locations in Delaware and none of those locations is in a HPSA.

Several years ago, Delaware Institute of Medical Education and Research (DIMER) had entered into agreements with Student at Thomas Jefferson or Philadelphia College of Osteopathic Medicine requiring them to return to Delaware after graduation from medical school and practice in the State, in exchange



for loan forgiveness. However, it did not work out effectively. Largely in part because of the tax requirements imposed on the students and practitioners desire to prematurely termination contracts.

The solution to the Delaware's access to care shortage is to have a locally owned and operated State Loan Repayment Program to fill the gaps created by the federally sponsored SLRP.

What would be the structural requirements for a non-federal program?

Dentists are impacted the most by the federal program; which limits eligible participants to those employed at a public or non-profit organization. Most dentists open private practices and are independent providers; making them ineligible for the federal SLRP. Propositions made by the DIDER board will be presented to DHCC at a later date. This initiative is prioritized per the Chair.

- What worked before was the guidelines as they currently are, with the exception of private practices not being eligible and accepting a minimum of 20-25% Medicaid patients. If adults were included in the percentage it would be more manageable. The advertising vehicle is not available through Medicaid to target and/or recruit patients.
- Eligible loan types should not be restricted to school loans it should be opened up to construction loans as well. Which is how the program was previously operated.
- Targeted placement of practitioners would be the best method of approach. Several years ago the State funded construction of a pediatric facility in Sussex County.
- The limitation is our own imagination, figuring out ways to make the expansion happen the way a collective board of stakeholder need it to happen is critical to serving the best interest of the community. How can this approach be used to selectively recruit dental practitioners to shortage areas?
- Establish fair and equitable evaluating criteria. Currently in Wilmington, Delaware, providers on the same street are treated differently because of federal designations for Health Professional Shortage Area; one site is eligible to participate while another across the street is not.
 - Prioritize Sussex County first (\$50,000), Kent County second, and New Castle County third (\$20,000).
 - To eliminate the provider fear factor, the focus should be the distribution of providers across the State, not on eligible practitioners.



- Include verbiage such as; “Based on community needs for underserved areas”, and “Using guidelines such as; Doctor-Patient Ratio”.
- Allocate funding according to priority areas, with Sussex yielding the highest awards and New Castle the least. This can be substantiated by using Health Professional Shortage Area designations, population density and transportation limitations (Western Sussex).
- Guidelines must be transparent and will be published online.

Tom Ferry, former CEO of Nemours, conducted a study in 2012 that developed data for a non-federal SLRP. The report was addressed in the March 2019 DHCC meeting. The report examined what other states had done around SLRP. DHCC wants to look at the data and update the report with current information, post 2012. These are the initial discussions that are currently underway. A subcommittee may be formed down the road, but DHCC is looking to DIDER and DIMER to determine the nuts and bolts of this program and get it rolling. Then there is the legislative component; introduce a bill, sponsorship, funding, etc. The conversations are splintered at the moment, but it is getting louder and DHCC is consolidating this information through Dr. Nancy Fan.

The federal program is not guaranteed forever. Therefore, getting a non-federal program implemented in the near future is critical. There is a better chance to control and make meaningful changes to a State program vs. a Federal program.

2019 Dental Summit – Wednesday, July 10, 2019

DIDER is planning a 2–3 hour summit to address issues such as; access to care, workforce development, and dental education. Board member, Bruce Matthews proposed an initial meeting with a smaller group of stakeholder rather than a larger group. The expectation is to come out of the meeting with a list of six recommendations. Board member, Nicholas Conte, and the Chair identified ten (10) key collaborators, creating a diverse panel, to participate in the summit;

- Lt. Governor and/or a Legislative Representative (DHCC to establish contact)
- Delaware State Dental Society – DSDS (Chair to establish contact)
- State Board of Dentistry (invitation accepted – Bruce Matthews to follow up)
- State Dental Director (invitation accepted – Chair to follow up)
- DIDER Chair (invitation accepted)
- Christiana Care Health Systems – CCHS (invitation accepted – Chair to follow up)
- Federally Qualified Health Center – Westside Family Healthcare (Lisa Goss to establish contact)
- Delaware Health Care Commission – DHCC (DHCC to confirm attendance)



- Division of Medicaid and Medical Assistance – DMMA (N. Conte to establish contact)
- Delaware Health Sciences Alliance – DHSA (invitation accepted)

Henrietta Johnson Medical Center dental program is now active.

The Chair proposed consolidating the summit with the board meeting. The summit will run from 1-3PM and the board meeting will be 3-4PM.

A location for the summit will be secured and circulated once available. Locations suggested with public access, ample parking, and ADA compliance;

- CCHS Ammon Center (central location for Dover commuters)
- University of Delaware Star Campus
- **Department of Health and Social Services, Chapel** (this location is free of cost)
- Blue Hen Corporate Center
- Jesse Cooper Building
- Thomas Collins Building
- Haslet Armory
- Buena Vista
- Belmont (Smyrna)

Topics to explore are; barriers to care, licensure, residency training, expanded residency and presence downstate, and adult Medicaid.

The meeting will open at the end for public comment.

The Kent County meeting is on hold until a later date, possibly in the Fall.

Summit Pre-Planning Committee

Invitations will be extended to organizations and/or individual representatives in the forthcoming weeks. A brief conference call will be scheduled on Tuesday, June 11, 2019 to confirm participation, review guidelines, and establish an agenda. If all members of the DIDER board participate on the call, it will be considered a public meeting and no voting will be permitted. Therefore, a planning committee will consist of;

- DHCC Staff
- DIDER Chair



- Facilitator (*contracted neutral party*) – DHCC to secure quote

The chair will draft and distribute a letter to invited parties. A doddle pole is not a good idea because of subsequent email correspondences to align schedules.

DIDER & SLRP Lunch and Learn

A lunch and learn information session for DIDER/SLRP was piloted to third and fourth year students at Temple University. This was the first time in the thirteen (13) years of affiliation with Temple University, that this outreach effort had been scheduled. The event occurred on March 22, 2019 in the main auditorium at 3223 N. Broad Street, Philadelphia, PA 19140. Twenty seven (27) students initially signed up and thirteen (13) actually participated. The final count is based on the total number of survey forms received at the end of the session. The event was a success and should be replicated.

STATE DENTAL DIRECTOR UPDATE

Delaware is once again participating in the Special Olympics. Board member, Nicholas Conte was certified by the Special Olympics to lead the dental group. The games will be hosted by the University of Delaware on June 15, 2019. Recruitment letters will be distributed to the dental society in the coming week or two. If anyone has in interest in volunteering, or know someone that would, contact the State Dental Director (N. Conte).

The Division of Public Health (DPH) is working on new legislation for the ability to hire a licensed and certified dental practitioner. Language was initially worded to have a Federally Qualified Health Center stand up this initiative, but rewording was recently completed for DPH to have this position reporting to the State Dental Director. This legislation was sponsored by Senator Bryan Townsend, one of the newer oral health sponsors. This was exciting news to see dentistry gaining support among younger legislators.

An opioid campaign was completed about a month ago. It was featured in Dentistry Today as one of their big online pieces earlier this week. If anyone does not have the toolkits and/or resources available, it can be provided by request. Thanks to board member Matthews for the positive comments on this initiative.

TEMPLE UNIVERSITY POST BACCALAUREATE PROGRAM

DIDER board members (Bruce Matthews, Lou Rafetto, and Howard Zucker) met with several key administrators (Director of Admissions, Director of Student Affairs) at Temple University on March 21,



2019 to learn more about the Post Baccalaureate (post back.) program, similar to Post Doc, for potential DIDER students. There are currently sixty (60) students enrolled in the program. With criteria such as, dental aptitude test scores and 3.5 GPA, eligible students are given a seat in a dental program the following year. The minimum requirements for getting into this program are fairly reasonable.

DIDER provides a bilinear advantage for Delaware students applying to the Post Bacc. program; their applications are reviewed separate from the general admissions pile and also evaluated as such. These students may not be aware that DIDER aided in their admissions process.

There were three Delaware students already participating in the program; two (2) were already accepted to Temple University – Maurice H. Kornberg School of Dentistry and one (1) was awaiting notification of acceptance after final exams.

The 2019 Annual Report was reviewed and the Post Bacc program was determined as a great resource for getting into dental school.

Gender	Status				GRAD		DATAA	DAT PAT	DAT SCI	Notes
		BCP GPA	SCI GPA	TOTAL GPA	BCP GPA	BCP Hrs				
Male	Enrolled	2.84	2.94	3.08	3.17	96	21	22	20	Post bac to DMD
Female	Enrolled	3.58	3.64	3.75	0	49	21	23	21	Conditional Acceptance

BCP – Biology / Chemistry / Physics
 DATAA – Academic Average (average is 20)
 SCI – Science / Chemistry / Organic
 DAT PAT – Dental Aptitude Test (Hand / Eye Coordination)

2019 Student Enrollment Report

Board member Zucker observed that not many students from downstate are applying to dental school. Only one first-year student was admitted from downstate (Dagsboro) and one in the second-year from laurel. The third-year and fourth-year classes had no students from the southern regions of Delaware.

DELAWARE RECRUITMENT DINNER AT TEMPLE UNIVERSITY

After considerable discussions with the DIDER board members and Temple University administrators, a dinner may not be the most effective means of connecting with the dental students. A luncheon or after school event was determined to be more accommodating since it takes less time from the students' daily activities.



Temple University proposed the week of June 17, 2019 as the best timeframe for this event. The Chair proposed Wednesday, June 19, 2019 at 12:00PM or 1:00PM; depending on Temple University's schedule. This is will be a one-hour event.

This is only three weeks before the July 10, 2019 meeting. Not all board members may be able to attend this meeting. Two board members (Matthews and Zucker) and the Chair volunteered to attend on behalf of the board.

DIDER EXPENDITURE UPDATE

Temple University submitted an invoice at the end of March 2019 for \$175,000. This amount is less than the allocated budget of \$200,000. The number of students enrolled at Temple impacts the final payout invoice.

OTHER BUSINESS

DIDER Chair met with Delaware Health Care Commission (DHCC) Chair, Dr. Nancy Fan on February 25, 2019 for an in-person discussion on the progress of DIDER. Some key take-aways of the discussion were;

- Address dental shortage issues with the State Loan Repayment Program (SLRP)
- Establish an agreement with Delaware Health Sciences Alliances (DHSA)
- DIDER board member and DHCC Commissioner, Ted Becker, will provide continuous DIDER updates to DHCC through information generated in the meeting minutes
- DIDER will continue to meet with Delaware Institute of Medical Education and Research (DIMER)

Delaware Institute of Medical Education and Research (DIMER) proposed Wednesday, September 4, 2019 for the next Collaborative Meeting with DIDER. A location and agenda is not yet secured, but will be by the next meeting date. DIDER board is in favor of the proposed meeting date and will cancel the October 9, 2019 DIDER meeting that is currently scheduled.

The board determined that a Kent County meeting may not be possible in 2019. Further details for the collaborative meeting with DIMER is needed to make a final decision.

The DIDER Memorandum of Understanding with Temple University is okay the way it is at the moment. No edits are needed to Appendix 1 – Student Demographic Report.

Board member, Howard Zucker, will provide a five-year summary of DIDER students practicing residency in Delaware. The report will include; who they are, where they're from, and where they're practicing residency. The Chair requested answers for;



1. How many students go through the DIDER program practice their residency in Delaware? This information was provided to the DIDER Chair up to 4 or 5 years ago.
2. There are a disproportionate number of general practice residents that are from Maryland. What is the return on investment in Temple University and DIDER students?

ADJOURN

The meeting was adjourned at approximately 5:10PM. The next DIDER Board meeting is tentatively scheduled as follows;

Date: Wednesday, July 10, 2019

Time: 1:00PM – 5:00PM

Location: TBD